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EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

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SINGLE COPIES TEN CENTS

from the EDITOR'S CHAIR

So get reasonable

The sometimes liberal record of the late William Randolph Hearst Sr., whom let us call Hearst First, have furnished some opportunities for labor people to point to the inconsistencies between his positions and that of the Los Angeles management headed by his grandson.

In his salad days as a publisher, Hearst First came out for the workingman, and his editorials of that period would make good reading for his Los Angeles successor, whom let us call Hearst Third.

Of course, Hearst First changed considerably later on and he was far from friendly to at least one union, the Newspaper Guild, when it began its organizing which ultimately got good union contracts.

★ ★ ★

BE THAT as it may, something comes to hand which shows that not only Hearst First but the present Los Angeles Hearst management have said things which are inconsistent with what that same management is doing to the unions representing 2,000 union newspaper people.

You may recall that when the Los Angeles local of the same Guild mentioned above came in to ask for pay increases, Hearst management told the union it could afford the requested raises but didn't choose to pay them.

Its offer was far below what the smaller Long Beach Independent Press Telegram had agreed to in its contract with the Guild.

But, when it comes to other people's management-labor relations, Hearst calls for considerably more give in negotiations than it has indulged in itself during the year it has used professional scabs against its employees.

★ ★ ★

HERE'S a bit of what Hearst said about the recent New York teachers' strike:

"And this suggests the greatest lesson of all to be learned from the New York tragedy and its harvest of lingering bitterness—if only it could be learned.

"The situation eventually was settled by reasonable compromise, as it could have been at the very beginning.

"But learning to compromise, unfortunately, is the most difficult of all lessons for men to learn—no matter who or where they are."

As Hearst management demonstrates.

This is special Christmas edition

This is the East Bay Labor Journal's annual special Christmas edition. Notices of union meetings will be found on page 5 and union correspondents' columns are on pages 4, 7, 9 and 11.

3,400 strike at N. Cal. Kaiser hospitals, clinics

Picket ban dead; Finley talks asked

Union musicians came to bat again this month in their dispute with Oakland Athletics owner Charles O. Finley over live music at ballgames.

Finley and the Oakland Coliseum management got a superior court injunction last spring banning musicians 6 from picketing at the Coliseum.

But last month, the union and the Alameda County Central Labor Council won a landmark decision in the state Supreme Court, upholding labor's right to peaceful picketing on the public walkways and at entrances of the Coliseum.

So Athletics President Finley got this letter from Local 6 Vice President Jerry J. Spain:

"Now that the smoke has cleared away, we request formally that we begin negotiations for a contract covering the employment of musicians for the next season."

Local 6 wanted a live band at home games, the arrangement it has with the San Francisco Giants but Finley would only go for a band at the home opener, recordings and an organist at other games.

The Supreme Court ruling, said Labor Council attorney Victor Van Bourg is one of the most important since the court threw out a Trinity County "right-to-work" ordinance.

BTC applies for addition to Acorn

The Alameda County Building Trades Council has forwarded its application for sponsorship of an additional 192 dwelling units in its Oakland Acorn housing development to the federal Department of Housing & Urban Development.

Next move will be to ask the Oakland redevelopment agency's approval, BTC Secretary-Treasurer J. L. Childers said.

Acorn I, the BTC's original middle income development in West Oakland, now has rented 185 apartment and town houses and 130 of them are occupied. Its total of 479 units is to be completed in April.

Acorn II, the proposed 192-unit addition, is adjacent to Acorn I. Approval of its sponsorship has been voted by the BTC.

Picketing mobilization set for Saturday in grape boycott

Alameda County labor will bring the plight of union farm workers before the public tomorrow, Saturday, December 21, in a pre-Christmas picketing mobilization for the grape boycott.

Informational pickets will march at the Foothill Shopping Center, 105th Avenue and MacArthur Boulevard, augmenting the United Farm Workers Organizing Committee's efforts involving Lucky Stores.

ASSEMBLE AT COPE

The Alameda County Central Labor Council urged volunteers to assemble at 9 a.m. at the COPE office, 595 Sixteenth St., Oakland, for picketing assignments.

Lucky Stores remained the UFWOC's No. 1 East Bay target in picketing to urge consumers not to buy California table grapes, produced by growers who will not recognize the union or bargain for wage increases and other improvements.

Meanwhile, two chains, P and X Stores and Louis Stores agreed to remove unfair grapes from their shelves at the urging of a committee of Alameda and Contra Costa County labor representatives.

TWO CHAINS

P and X has some 30 stores in Alameda, Contra Costa and Santa Clara Counties, and Louis has approximately 40 stores in the two East Bay Counties.

AFLCIO Field Representative Gene DeChristofaro credited the committee for the store chains' action. Committee members are Charles F. Jones of Retail Clerks 870, Al Leishman, Teamsters 70, Alameda County Central Labor Council Executive Secretary-

Treasurer Richard K. Groulx, Assistant Secretary Ed Morgan and Secretary Art Carter of the Contra Costa County Central Labor Council.

UFWOC also is picketing at Lee Brothers Stores and Mayfair Markets.

Lee Brothers has left it up to individual store managers whether or not to sell grapes and two Berkeley stores at University and San Pablo Avenues and at University and Grove Street.

MORE on page 16

Service Employees strike at Kaiser nursing school

As Hospital Workers walked out at Kaiser facilities from the Bay Area to Sacramento, they were joined on strike by members of Service Employees 18 at Kaiser's School of Nursing in Oakland.

The 14 men and women employed at building maintenance at the school want the Local 18 master agreement for building work.

But, said Business Representative Emil DuBeau, Kaiser would not agree in four negotiating sessions and did not reply to a letter of October 31, announcing Local 18 would seek strike sanction.

Previously, the Local 18 members had been covered by terms of the Hospital Workers contract but want the building maintenance terms under their union's master agreement.

Provide care elsewhere, says labor

Thirty-four hundred union members went on strike at 11 o'clock Sunday night at Kaiser hospitals and clinics in nine counties after management failed to make an offer in a last minute conciliation session.

Fourteen Kaiser hospitals and 18 clinics were struck by members of Hospital and Institutional Workers 250. Picket lines were solid here and elsewhere and were being respected by other union members, Local 250 said.

BASIC ISSUE

Basic strike issue was the higher productivity—the union called it a speedup—and greater responsibilities demanded of Kaiser employees than of workers in the same classifications at other hospitals, the union emphasized.

The membership overwhelmingly rejected a Kaiser two-year contract offer, somewhat better than terms at other hospitals but not enough, union members made clear, to make up for the extra work and responsibility.

They want raises and benefits in a one-year contract, not spread over two years.

BASIC OPPOSITION

Strike sanction was granted by the Alameda County Central Labor Council executive committee after it determined that there was such basic opposition between the parties that there was no chance for successful Labor Council mediation, Executive Secretary-Treasurer Richard K. Groulx told the council.

The Labor Council suggested a

MORE on page 16

Continental Can strike is authorized

Machinists across the country have overwhelmingly authorized a strike against Continental Can Company and American Can Company after turning down a management offer for a national contract with the two firms.

The strike vote affects 40 members of Machinists 284 at the San Leandro plant of Continental Can Company. Strike sanction has been granted by the Central Labor Council.

Meanwhile, Lodge 284 ratified a new three-year agreement with the Owens-Illinois Forest Products Division plant in Oakland, improving wages and fringes for another 40 Machinists.

National negotiations with American Can and Continental

Can were expected to resume soon in Washington, D.C.

The rejected offer did not include the union proposal for an industrywide dental plan and wage provisions were unsatisfactory, the union said.

The Owens-Illinois settlement provides dental care for the first time and substitutes the union hospital-medical care and pension plans for company plans.

The employer will contribute \$10.35 per month per employee for dental care, \$30.65 a month per employee for hospital-medical and 14 cents per hour per employee for pension coverage.

Pay is raised 9.2 per cent retroactive to December 1, 16 cents per hour next December 1 and

16 cents on December 1, 1970. Cost of living adjustments of 1 cent per hour for each one-half point increase in the Bureau of Labor Statistics' Consumer Price Index are also provided.

Central Labor Council cancels next two meets

The next two meetings of the Alameda County Central Labor Council, which would have fallen on December 23 and 30, have been cancelled because of the Christmas and New Year's holidays. The Labor Council next will meet Monday evening, January 6.

HOW TO BUY

Start planning for your retirement

By SIDNEY MARGOLIUS

Labor Consumer Advisor for Labor Journal

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Anyone in your family coming up for retirement in 1969? Or in the next few years?

Even 10 years ahead is not too soon for practical retirement planning. You need to estimate before you retire, how much your living expenses will be.

If you expect to live on about the same scale after retirement as before, you probably will need about 70 per cent of the income you had before. Thus, if pre-retirement costs for a husband and wife have been about \$6,000, you would need about \$4,200 to continue living in the same way after retirement.

THE MAIN differences are savings on income taxes, job expenses, some clothing, some meals out.

Unfortunately, most retired people do not have 70 per cent of pre-retirement income. Only about one out of six already-retired people have any private pension. The others mostly depend on Social Security, plus sometimes part-time work and help from relatives.

In the future, more will have pensions to supplement Social Security, but not even most for at least another generation.

As well as working out a retirement budget, there are certain financial decisions you need to make. Their timing can affect your taxes, how much extra income you will have, and even your expenses.

YOUR HOUSE: If you sell your house before you reach 65, you may have to pay more tax on the gain in value than if you close the deal after 65.

E BONDS, OTHER SAVINGS: If you expect to cash in bonds or sell mutual fund shares or other securities in which you have gains, you usually can save taxes here too by waiting until after 65.

If you are buying E bonds for retirement, buy smaller denominations; for example, two \$50 bonds instead of a \$100 one. You won't have to cash a large bond to get a relatively small amount of cash.

RETIREMENT SAVINGS: Where you want to keep your savings after retirement may be different too. E bonds will be less useful than 5 per cent savings accounts as a place to keep your savings. You will no longer need the tax-postponable feature which is useful to younger families, since you probably will not have to pay much, if any, income taxes in retirement.

If you have some of your savings in mutual fund shares or stocks, those paying higher immediate income are more useful now than those paying lower dividends but offering better prospects for capital growth.

YOUR LIFE INSURANCE: You also need to decide what to do about your life insurance. If you

have a whole-life or endowment policy on which you have been paying for many years, it probably has fairly large cash-surrender value. When you are ready to retire, you probably will need income more than your heirs will need insurance protection.

If so, you usually can convert this cash value into an annuity which will pay you an income each month. If you also arrange for survivor payments, or buy a separate annuity for your wife, this income can take the place of at least part of the insurance as protection for her if she survives you.

Converting your insurance cash value to an annuity or other income-producing investment also will reduce your living expenses by ending further payment of premiums.

If you do have an endowment policy, consult the insurance company about the tax effects of the optional ways of taking the proceeds. If you convert to an annuity before, or within 60 days after the policy matures, you may be able to escape some or all of the tax on the difference between what you put in and what you get back.

MEDICAL NEEDS: You may want to postpone some medical care until your Medicare coverage starts, if postponable without harm to you. But some needs not covered by Medicare, such as dental work, eyeglasses and hearing aids, if paid before 65, may give you a tax deduction. The deductibility of such expenses may be of less use to you after 65.

IF OTHERS will help you: If your grown children or other close relatives will help support you in retirement, make sure you and they know all the dependency rules. Sometimes taxpayers lose a potential exemption because they slip up on some point, such as not counting all their contributions, including the value of the dependent's room in the taxpayer's house.

The most important rule is that the taxpayer (or taxpayers, if more than one contributes) must provide over half the support. Too, the dependent must not have \$600 or more of "taxable" income of his own. (Social security, railroad retirement, VA payments and similar income are not "taxable" income).

Even if the taxpayer cannot claim you as a dependent because you have \$600 or more of taxable income, he still may be able to include your medical expenses in his medical deduction, if he does pay these expenses and does contribute over half your support.

Why not pass this copy of the East Bay Labor Journal to a friend of yours when you are finished reading it!

DOUBLY WELCOME

WHEN YOUR GIFTS CARRY THE UNION LABEL



Consumers to seek cut in interest rate

California may see an initiative petition campaign to cut the maximum credit interest rate from the present 18 per cent per year to 12 per cent.

The Association of California Consumers set the interest reduction as one of its major goals at its recent executive board meeting in Santa Cruz.

And it took dead aim at the proposed Uniform Credit Code, a nationwide scheme cooked up

by a committee dominated by the finance industry.

The code would permit stores to charge 36 per cent interest on installment purchases, double the already too-high maximum and would destroy much existing consumer protection in the law, Association President Helen Nelson said.

The cut to 12 per cent was achieved in a labor-supported Washington state initiative election campaign in November, she disclosed. If necessary to mount an initiative petition campaign, she said, the California association is ready to undertake it, she added.

The Uniform Credit Code is being pressed by the Commission on Uniform Laws and is expected to be introduced in all state legislatures next year.

Besides allowing stores to double interest charges, the code would provide that in any state passing it before next July would practically invalidate much recently-enacted consumer protection.

"Young families, working people, the poor, the elderly and minorities, as well as middle-income families are already victimized by excessively high interest rates,"

"These rates would jump even higher under this absurd code," Mrs. Nelson warned.

Social Security reporting rule

Social Security recipients must report changes of address or other developments affecting receipt of benefits through their nearest Social Security district offices, instead of Social Security payment offices.

Subjects of such reports include employment, marriage, remarriage, divorce and death, William B. Hayward, Oakland district manager, said.

District offices in Alameda County are at 831 East Fourteenth Street, 7515 East Fourteenth Street and 931 West Grand Avenue, Oakland; 1950 University Avenue, Berkeley, and 24301 Southland Drive, Southland Square, Professional Building, Suite 200.

Pre-addressed postcard forms issued to beneficiaries now should be sent only to district offices, Hayward said.

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Getting Your MONEY'S WORTH

Electric heating pads may seem like appropriate gifts in the colder months, particularly for the infirm or elderly. But this may not be the case at all, cautions the Buying Guide Issue of Consumer Reports. The consumer magazine offers these comments on the use and care of such pads:

1. Consult your doctor before using a heating pad for any but the most routine aches and pains.
2. Never sleep on a pad unless so instructed by your doctor.
3. Heat should be used only with extreme care on the elderly or those people with marked diseases of peripheral blood vessels. Heat should never be applied to any area in which there is hemorrhage or bleeding.
5. Never unplug or handle a pad by pulling on the cord.
6. Don't stick pins into a pad for any reason and don't fold it sharply or crush it unnecessarily.
7. Don't use a pad without its outer cover. Examine the inner cover for signs of damage or deterioration before each use.

COMPARING the quality of portable AM radios is somewhat easier, advises Consumer Reports if the buyer keeps these tips in mind when he goes to the store:

- Tune in a strong station and turn the set around. If the volume changes, try other sets.
- Go to a quiet spot in the store and tune in music from a strong station. Avoid interference (noise) from nearby fluorescent lights. Compare the tone quality with that from other sets.
- Tune in stations between 1100 and 1600 on the dial. If you have trouble tuning in a desired station, try other sets.
- Take the radio to a busy section of the store or out on the street (avoiding store detectives or, preferably, with their consent). There tune in a news broadcast from a strong station to see if you can understand the announcer through the surrounding noise.

(Copyright 1968, by Consumers Union of U.S., Inc., Mount Vernon, N.Y.)

Give fair gifts. buy union label

When you're Christmas shopping, why not ask to see the union label on the presents you buy.

On men's shirts, the union label can be found on the shirt-tail. On ties, tucked in the back with the manufacturer's tag. In men's jackets, the union label is usually sewn into an inside pocket.

Brighten your Christmas by knowing the presents you give were made in decent working conditions by fellow members making enough money to enjoy the season with their families, too.

BOOST THE LABEL

BUY UNION LABEL PRODUCTS ONLY

When making purchases, always ask for the union label. If building a home or repairing one, see that the men doing the plumbing or steamfitting work, painting, etc., belong to the union. Ask to see their card. Boost the union emblem and help yourself. Patronize and demand the following union cards:

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POSTMASTER: PLEASE SEND CHANGE OF ADDRESS NOTICES: FORM 3579, 10 1622 EAST TWELFTH STREET, OAKLAND, CALIF. 94606.

Someone up there wanted them to make that trip to Washington

Harold Koeck of the Hotel & Restaurant Employees, chairman of the legislative committee of the St. Paul AFLCIO promised his wife that when Vice President Humphrey was inaugurated as President, he'd take her on their first trip to Washington to the inauguration.

Humphrey lost, but it turns

out the Koecks are going to the inauguration anyway.

In October, Mrs. Koeck deposited her guess in an election sweepstakes. She picked Humphrey to carry Minnesota, and missed by seven hitting his actual total on the nose.

The prize is a three-day, all-expense trip to Washington for the inauguration festivities.

Wage chiseling by employers is an \$80,000,000 affair

Anyone who's wondered whether there's any need for labor law — and its enforcement — should take a look at the Labor Department's figure on wage underpayment.

Employers, the department disclosed, still underpay workers at a rate of \$80,000,000 per year despite a stepped-up program of inspection and education.

Chiseling, whether or not it's deliberate, hits hundreds of thousands supposed to be protected by the law on minimum wages, overtime, equal pay for equal work and public service contracts.

For the year ended last June 30, department inspectors visited 75,022 business establishments — the largest number ever — and found more than 17 per cent of the 2,400,000 employees had been

underpaid in violation of wage hour laws.

They uncovered underpayments totaling \$80,009,717 — a figure exceeded only in one year of the last 13 — 1966, when heavy overtime wage law violations were uncovered in the oil industry.

The \$80,000,000 represented the amount of wages illegally withheld from the pay of 421,916 workers.

They were 169,344 who were paid less than the minimum wages set by the Fair Labor Standards Act; 296,037 who got less overtime than they were entitled to; 11,987 who were not paid the prevailing wages set by the McNamara-O'Hara Service Contracts Act, and 6,622 entitled to higher pay under a law barring wage discrimination because of sex.

Mexico-U.S. labor seeks end to low-pay competition

A Mexican-United States labor committee is looking for ways to protect workers on both sides of the border, ending the present arrangement which allows employers to play them off against each other to the disadvantage of both.

The committee of the Mexican Confederation of Workers and the AFLCIO has these targets:

- The Mexican government's luring of U.S. employers to set up plants in Mexico where wages are lower.
- The Mexican minimum wage which must be raised to benefit Mexican workers and end low-wage competition.
- Use of "green card" Mexican

workers in the United States as strikebreakers against the farm workers and as cheap labor.

The committee was set up in May during a conference of the Joint United States - Mexico Trade Union Committee in Washington. At a Mexico City meeting, it named a working party to study the Mexican industrialization program and seek ways to beef up the low Mexican wage minimum.

It called on Mexican and American governments to clamp down on "green card" strike-breaking, which is illegal under American law but is allowed through lax enforcement, farm workers charge.



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George Harrison, Railway Clerks chief, is dead

George M. Harrison, president-emeritus of the Railway & Airline Clerks and an AFLCIO vice president, died in Cincinnati at the age of 73.

He joined the railway union in 1917 and served it as a national officer for 43 years, 35 of them as president.

PRESIDENTIAL ADVISER

Harrison, who went to work at the age of 12, was a self-educated man who became an adviser to Presidents, represented his country in the United Nations, helped negotiate the merger of the AFL and the CIO, and filled key labor assignments at home and abroad.

A year after he joined the union he was its local chairman and in 1919 was elected a general chairman. In 1922, Harrison was elected a vice president of the BRC and in 1928 he was elected president of the brotherhood.

SOCIAL SECURITY

He helped shape the nation's first Social Security Act in 1935 as a labor member of Franklin D. Roosevelt's Citizens Advisory Council.

At the time of his death, Harrison was chairman of the AFL-CIO's International Affairs and Ethical Practices committees.

He helped draft the 1937 Railroad Retirement Act, served as chairman of the Railway Labor Executives' Association from 1935-1940.

During the World War II era, his major posts included service on the National Defense Media-

tion Board and the President's Joint Railroad Labor - Management Committee on the War Effort.

He became a member of the executive committee of the President's Management - Labor Committee in 1945 and during the Korean war was assistant to the directors of the U.S. Econom-

Meetings set by Cal. Health Plan Alternative group

The California Council for Health Plan Alternatives will hold its first board of delegates meeting January 23 in the Villa Hotel, San Mateo. Election of an executive committee will be one of the top items on the agenda.

The next day, January 24, unionists are invited to attend a CCHPA seminar at the hotel on the use of multiphasic screening in preventive medicine.

CCHPA, representing a cross-section of the California labor movement, is seeking to find ways to make the health plan dollar deliver more and better care for union members.

It seeks to halt the trend under which increases in employer health care contributions are offset by rising medical-hospital costs, with no resultant improvement in care.

ic Stabilization Administration and the Office of Defense Mobilization.

UN DELEGATE

President Eisenhower named him a member of the U.S. delegation to the United Nations; President Kennedy appointed him to the President's Advisory Committee on Labor-Management Policy.

During all this period, he helped lead his union at the bargaining table and in organizing efforts that tripled its membership.

In 1963, Harrison stepped down from the presidency of the Railway Clerks to take the title of chief executive. In 1965, he became president-emeritus.

Extension courses tell minority groups' problems

Extension courses on minority groups' problems in the Oakland metropolitan area will be given by California State College in various Oakland school buildings beginning January 6, 1969.

Teaching remedial reading for minority students of all grades is one course developed especially for Oakland. A sociology course will study the life of the black family.

Information can be obtained by telephoning Cal State at Hayward: 538-8000, extension 445.

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you'll find you spend less on impulse purchases. And the money you save is money you'll have later for spending on things that are important to you.

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BY DAVE ARCA

Hi. If Santa is a figment of our imagination, then, a portion of our minds is held captive by freeboater profiteers. Children enjoy Yuletide fantasies. So, parents ransom Santa's image by buying gifts from commercial Pirates. Harmless? Maybeso. Except poor people are hit harder than people who can afford to spend.

Our nation of the people, by the people, for the people, finds people making profits from people. That's okay within reason. But, Chris-mas's peace and good-will origin has been commercialized to the narrow edge between pressure and fraud. High-powered salesmanship, psychological advertising, and enticing window displays, create compulsive impulses.

We wager more than a few workers will spend more than they earn. Want to bet? And, compounding our predicament, too many taxes take too much away, from too little pay. What's left is inadequate to cope with current costs of living. When Christmas and Holiday spending is added to everyday expenses, wowiee.

So you voted for change? Well Dum Dum change is all you'll get. The big money belongs to big Business. If the victor wins the spoils, worker spoils are more rotten than rich. Think about it. Okay? Okay.

Barbers 134

BY JACK M. REED

Brothers, as I mentioned in last week's column that I am trying to have ALL our members end 1968 by having a no credit, no debit balance as of January 1, 1969. I will certainly appreciate your cooperation. On all members paying January dues, I will hold your book for our finance committee to audit. This way all payments made in 1968 will be checked against our ledger to see that no mistakes have been made and all members have been given credit for their payments in 1968.

As soon as I receive the new dues books from the International, I will start the process of making up and addressing them. PLEASE make SURE that I have your valid address. The new books will cost 75 cents.

I have been asked many times if we will be open on December 23, the Monday before Christmas. No brothers, all Union Shops will be closed on Monday, December 23 as voted by our members.

Joe Coco was in the hospital for an operation but is home now. Brother Andrew Sumner is in the Alameda Hospital having suffered from a ntroke.

All your officers wish to thank the members for relecting them as officers for 1969 and wish you and yours a very Merry Christmas and a Healthy and Prosperous New Year.

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OFFICIAL UNION NOTICES

CARPENTERS 36

The regular meetings of Carpenters Local 36 are held the first and third Thursdays of each month at 8460 Enterprise Way, Oakland, Calif. at 8:00 p.m.

The office hours of the Financial Secretary's office are 8:00 a.m. to 5:00 p.m. Monday through Thursday. Friday this office closes at 1 p.m.

Effective January 1, 1969, dues are \$9.50 per month or \$28.50 a quarter. Please pay dues promptly. You must have current month dues paid to be working.

Stewards' meeting is December 30.

The officers and staff wish you a Happy Holiday Season and a Happy New Year.

Fraternally,
CLAUDE W. DILLON,
Rec. Sec.

UNITED STEELWORKERS 1798

Regular Membership meeting Friday, December 27, 1968, 8 p.m. at the Eagles Hall, 1228 36th Avenue, Oakland.

Fraternally,
EDWARD M. SOTO,
Rec. Sec.

AFSCME-EBMUD 444

The next executive board meeting will be held on January 2, 1969 at 7:30 p.m. All board members are requested to attend and prepare for strike action. New members elected for 1969 are as follows:

President, Manuel Pontes; 1st vice president, Alton Williams; 2nd vice president, R. Silveria; Secretary-Treasurer, Charles Teixeira; Sergeant at Arms, Leroy Christian; Chief Steward, James Hendrix; Trustee, Sam Adrien.

The next membership meeting will be held on January 9, 1969 at 8:30 p.m. We are entering a very crucial period of contract negotiations and possible strike action. All members are requested to attend this meeting.

Fraternally,
CHARLES TEIXEIRA,
Sec.-Treas.

AUTO & SHIP PAINTERS 1176

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesdays of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE K. MOORE,
Bus. Rep.

SERVICE EMPLOYEES 18

Meeting date fourth Friday of each month. Regular meeting at 7 p.m. at the Cooks Hall, 1608 Webster St., Oakland, Calif.

Fraternally,
VICTOR C. BRANDT,
Sec.-Bus. Rep.

SHEET METAL WORKERS 216

Regular union meetings are held every 3rd Wednesday of the month, starting at 8 p.m., in the Labor Temple.

Members of Tri-State Council Death Benefit Plan, Death Assessment No. 632 is still due and payable.

Fraternally,
ROBERT M. COOPER,
Bus. Rep.

STEEL MACHINISTS 1304

Regular meeting Thursday, December 19, at 8 p.m. Executive Board meets 6:30 p.m.

PLEASE NOTE: Even with all your Holiday spending, don't ignore your Blood Bank dues. If you or your family should need Blood to live, your \$2 annual dues could be a gift of life. Don't delay.

Fraternally,
DAVE ARCA,
Rec. Sec.

AFSCME, U.C. LOCAL 371

The Executive Board will meet at 12 Noon and the regular membership meeting will be at 2 p.m. Saturday, January 11, 1969, in Kroeber Hall, at the University of California.

The following officers will be installed for 1969. Congratulations go to M. F. Scalzo, president; C. G. Davis, vice president; J. J. Santoro, secretary-treasurer; N. F. Dicker-Oliver, S. S. Martinez, H. B. Lyman, Oliver, S. S. Martinez, H. B. Lyman, Executive Board; D. A. Hildebrand, Trustee (3 years); and J. DeBose, Sergeant at Arms.

Brothers H. Murphy, R. J. Conley, W. Capers Jr., D. Dunham, B. Fort, O. Gilbert, C. Nettleton, J. L. Webster and Sister J. M. Butler should be kept in mind for future officers and thanks for their willingness to serve.

Fraternally,
W. G. WHITCOMBE,
Sec. Treas.

ALAMEDA CARPENTERS 194

The union dues will be raised from \$8.50 to \$9.50 per month beginning January 1, 1969.

Carpenters Local 194 meets each first and third Monday evenings of the month at 8 p.m. The meeting place is the Veterans Memorial Building, 2201 Central Avenue, Alameda.

Refreshments are served following the first meeting of the month in the canteen for all present. You are urged to attend your local's meeting.

Fraternally,
S. M. GLADDEN,
Rec. Sec.

BERKELEY CARPENTERS 1158

There will NOT be a meeting on December 19, 1968, at our hall, due to the joint Christmas party to be held at the Eagles Hall, 1228 36th Avenue, at 7:30 o'clock.

Starting January 1, 1969 dues will be \$9.50. Blood bank assessment Number 18 is due January 1, 1969.

Fraternally,
NICK AFDAMO,
Rec. Sec.

BARBERS 134

Third Reading and Vote to raise dues \$1.00 per month to cover increase in per capita taxes and rise in operating expenses will be held at our Election meeting on Thursday night December 19, 1968 at 8 p.m. in the Labor Temple. Election of two delegates to Northern Council by vote will also be held.

New dues books will be required for all members as of January 1, 1969. Cost of new book will be 75 cents. Please add this amount to your December or January dues so that a new book can be issued for you. As this change-over will necessitate many extra hours of work I will appreciate your co-operation.

SPECIAL NOTICE

Brothers, Local 134 does NOT sponsor the present Barbers Credit Union. This Credit Union is NOT affiliated with Local 134 in ANY WAY. DO NOT call Local 134 on any matter pertaining to this Credit Union.

Fraternally,
JACK M. REED,
Sec.-Treas.

CLERKS, LUMBER HANDLERS 939

SPECIAL NOTICE

Due to the Christmas Holiday the next regular meeting will be held December 20, 1968 at 8 p.m. in the Labor Temple, 2315 Valdez Street, Oakland, California.

We at this time want to wish all a very Merry Christmas and a Happy New Year.

Fraternally,
MEL TOMPKINS,
Sec.-Treas.

PRINTING SPECIALTIES 382

Meeting second Friday of the month at 8 p.m., 2267 Telegraph Avenue, Oakland.

Fraternally,
JOHN FERRO,
Secty.

MILLMEN'S 550

The next regular meeting will be held Friday, December 20, 1968 at 8 p.m. in Room 229 of the Labor Temple, 2315 Valdez Street, Oakland.

Fraternally,
GEORGE H. JOHNSON,
Fin. Sec.

IRON WORKERS 378

Our regular Executive Board meetings are held on the 2nd and 4th Wednesdays of each month, 8 p.m.

Our regular Membership Meetings are held on the 2nd and 4th Fridays of each month, 8 p.m.

Fraternally,
RICHARD L. ZAMPA,
Fin. Sec. & Asst
Bus. Agent

UNITED STEELWORKERS 4468

Regular meetings held second Saturday of each month at 10 a.m. at Eagles Hall, 1228 - 36th Avenue, Oakland.

Fraternally,
FRANK V. MCINTOSH,
Rec. Sec.

GOVERNMENT EMPLOYEES 3

General membership meeting Hall C, Labor Temple, 2315 Valdez St., Oakland, the fourth Friday of the month, 8 p.m.

Fraternally,
WRAY JACOBS,
Bus. Rep.

PUBLIC EMPLOYEES 1675

Regular membership and Executive Board meetings of Alameda County units of Public Employees Union, Local 1695, American Federation of State, County and Municipal Employees, are held as follows:

HAYWARD UNIFIED SCHOOLS
Meets at 10 a.m. on the fourth Saturday of each month in the maintenance yard of the school district, 24400 Amador Street.

E.B. REGIONAL PARKS
Meets at 8 p.m. on the first Wednesday of each month at the Lake Temescal Club House.

OAKLAND RECREATION DEPT.
Meets at 10 a.m. on the fourth Saturday of each month at Brookfield Village.

ALAMEDA UNIFIED SCHOOLS
Meets at 1 p.m. on the second Saturday of each month in the Cafeteria of Encinal School.

FREMONT SCHOOLS
Meets at 2 p.m. on the fourth Saturday of each month at Blacow School.

SAN LEANDRO SCHOOLS
Meets at 10 a.m. on the third Saturday of each month at Woodrow Wilson School. The Examining Board of the unit meets the Thursday before each meeting at 7 p.m. at Bancroft Junior High School.

BERKELEY SCHOOLS
Meets at 10 a.m. on the second Saturday of each month at LeConte School, 2241 Russell Street, Berkeley. Executive Board meetings are held at Le Conte School at 9:30 a.m. on the morning of the membership meetings.

Fraternally,
HENRY L. CLARKE,
Bus. Mgr.

AUTOMOTIVE MACHINISTS 1546

The regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour of 8 p.m. at our building at 10260 MacArthur Blvd., Oakland.

Fraternally,
LEVIN CHARLES,
Rec. Sec.

HAYWARD CARPENTERS 1622

The office of the financial secretary is open from 8 a.m. to 5 p.m. on Mondays, Tuesdays, and Wednesdays and from 8 a.m. to 8 p.m. on Thursdays.

The stewards' meetings are held on the second Tuesday of each month at 7:30 p.m. The stewards' training program will be held in conjunction with the stewards' meeting.

Our regular meetings are held the second and fourth Thursday of each month, at 8 p.m., 1050 Mattox Road, Hayward.

Our social event is held on the fourth Thursday of each month following our regular meeting.

The officers sincerely urge you to attend and take part in the proceedings of your Local Union.

Fraternally,
L. D. (Larry) TWIST,
Rec. Sec.

SHIPWRIGHTS 1149

Regular meetings of Local Union No. 1149 will be held at 8 p.m. the first Monday of each month at 2085 Third St., San Francisco, and the third Monday of each month at 115 Broadway, Oakland.

Two dollars will renew your 1969 membership in the Local's Blood Bank.

Fraternally,
JAMES ALLAN,
Rec. Sec.

Coast employment down

Mid - October nonagricultural wage and salary employment totaled 9,697,000 in the eight Pacific states, a moderate decline of 14,000 from the previous months, the Bureau of Labor Statistics said.

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Steamfitters 342

BY JIM MARTIN

Roy Turley, Chairman of the Skilled Improvement Committee, wishes to announce the following:

Classes are available at the Berkeley Evening Trade School located at 1804 Oregon Street, Berkeley, California. Those members who are interested must register. Registration for these classes starts December 13, 1968 at the Berkeley Trade and Technical Division Office of Merritt College located at 2215 Grove Street, Berkeley, California, in the Berkeley High School Building, room G-104.

Members living outside the Peralta Junior College District, i.e., in Contra Costa County or in the Chabot College District, are reminded they must have out of district permits from their respective Junior College in order to attend the Merritt College classes.

Drafting, Blue Print Reading, Pipe Lay Out and Estimating will be taught on Monday nights from 7 p.m. to 10 p.m. This class will be taught by Robert Chaffee. This is a very interesting class. Please take advantage of it.

Instrumentation class will be taught on Tuesday nights from 7 p.m. to 10 p.m. Pat Kennedy will be the instructor and this class will consist of calibration of various Instruments, Silver Soldering and Tubing work in general. This will be a very interesting class as we have obtained various Instrument Representatives to give lectures on their Instruments, which should be helpful to the class.

Welding class will be taught on Friday nights from 7 p.m. to 10 p.m. This class will be taught by Gordon Yates and the class will consist of Heli-arc welding, Manual-arc Welding and Mig Welding on various material such as Black Iron, Stainless Steel and Aluminum.

Brothers, support your training program. There is no substitute for knowledge.

We are sorry to report the passing of the following Brothers during the year 1968:

Kenneth Stalder, Laird McMillen, George Gibbs, Earl Perry, Virgil L. Smith, Fred J. Stoltz, Victor Senander, Robert Fones, Elmer Shelton, Edward Pierce,

William F. Moore, Louis M. Reed, William J. Ryan, Harry Stonebarger, C. C. Godfrey, Hugh A. Roberson, Lawrence Shrewsbury, E. R. Van Stane, Ben Robinson, E. W. Van Gilder, Raymond J. Farren, Edwin R. Grant, Gilbert W. Moser, Paul J. Percy, John Diedrichs, Aubrey L. Reid, Paul Gialich.

We wish to offer this Prayer to them:

"O God, who has called hence the Souls of our Brethren, who have departed this life during the past year and who alone knoweth the secrets of each heart, with all of its trials, sorrows and temptations; we beseech thee to have mercy upon them, and also upon those, our Brothers, who may have gone previously; pardon each sin that they have committed and give them rest, light and peace in Thy everlasting Kingdom; all of this we beg through the merits and mediation of Jesus Christ, Thy Blessed Son, our Lord. Amen."

Seasons Greetings to you and yours. The next membership meeting is January 2, 1969.

Watchmakers Local 101

BY GEORGE F. ALLEN

Once again, hearing the carols on the streets and in the stores, and seeing the hustle and bustle which is prevalent everywhere, along with the look of joyous anticipation of the children gazing wide-eyed into the toy-laden windows, we know that the time has arrived for the Officers and Staff of your Union, to wish you and yours a very MERRY CHRISTMAS!

Christmas, to us in the office, also means that it is time for Mildred to take her vacation, this being the time of the year she has always chosen. So she will be away from the office for a few weeks and should any of the members find it necessary to contact me and find you are unable to reach me at the office, drop me a card and I will contact you.

Pilots move office

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- THE ORCHARDS - San Ramon

Retail Clerks Local 870

BY CHARLES F. JONES

The officers and staff of Local 870 extend the Season's greetings and best wishes for a New Year to all of the membership.

AFSCME 371 'Info'

BY NAT DICKERSON

Our election meeting of last Saturday was a satisfying experience. The previous Executive Board meeting was very constructive, also. We regretted so much to note that several Brothers had to leave early. Our Election Committee is to be commended for the fine job it performed; the same kudos are well deserved by the Nominating Committee, also.

Election returns were as follows: President Mack Scalzo was voted in again, for his ninth term; opposing him was Vice President Henry Murphy Jr.; his post was taken over by Brother Charles G. Davis as Vice President; Brother Joseph J. Santoro, who for a number of years has rendered yeoman service as Collection Steward, won the post of Secretary-Treasurer, as the Acting Officer in the post, W. G. Whitcombe did not wish to run for it. Brother Harold B. Lyman, who was officially Secretary-Treasurer, but inactive due to an illness, won a spot on the Executive Board, supplanting Brother Karl Turne, who declined the nomination.

The writer retains the post of Recording Secretary for the fifth year; none chose to oppose. Also unopposed for Sergeant-at-Arms was Brother Jude Debose. Despite several others running, incumbent Brothers Carl Oliver and Selso S. Martinez retained their posts on the Executive Board. Winning another three year term as Trustee, was Brother Dave Hildebrand.

Local 371 officers and members take this opportunity to wish a Merry Christmas to retired Brothers Mike Kennedy, John Whittaker, Marcel Martinez, and all others in like state; especial warmth from the writer goes to Mike, Marcel, and their families, for their generosity, hospitality and special kindnesses. Brother Scalzo has stated that invitations will be sent to all retired Brothers for the Awards Banquet which will be arranged after the New Year.

Sister Jonnie Butler may have some "bombshells" to offer on the administration at Cowell

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Hospital in the near future; what they consist of, the writer is not at liberty to say, presently. We think it is a wonderful idea, for prerogatives on hiring, promotions, grievances and many other matters to be reviewed for personal politics and favoritism have, for too long, ruled the roost.

Sheet Metal Workers 216

BY ROBERT M. COOPER

The office has received 1,553 holiday checks amounting to a grand total of \$84,938.73 which means a good sum of cash will be circulating in Alameda and Contra Costa continues in the very near future.

The amount of the checks were from \$1 up to \$143 so the average check was approximately \$55 and one man received \$209.26 which is pretty good.

The work situation is a little slow with the usual holiday slack. Things should really boom around Easter.

We have three new colleges (Laney, Merritt and Alameda) that will be going real good at that time.

They have just called for bids on the new Merritt College consisting of five buildings for a cost of around nine million dollars.

It will be situated on the hill-top between Skyline Boulevard and Mountain Boulevard where they have cleared off acres and acres of ground.

The new Kaiser building is just a big hole in the ground as of now.

The new contract as in the preceding one states: "Parking Reimbursement: The Employer agrees to reimburse the employee for reasonable parking fees incurred upon presentation of receipt and the Union agrees that employee will accept and utilize in lieu thereof reasonable parking facilities provided at or in the vicinity of the job site by the Employer."

The above part of the contract is very clear so you should have no trouble getting any such expenses but remember, you must have a receipt.

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Chips and Chatter

BY AL THOMAN

The list this Monday is up to 161 Journeymen and 21 Apprentices, but a good many are due to shutdown for the year end. Despite the heavy rain over last weekend, we had calls for jobs last Monday morning.

Brother Benny was in Los Angeles one day last week at the Trustees Meeting of the Apprenticeship Program. Today he is in San Francisco at another meeting.

A job to watch will be the Printing Specialties Retirement Apartment on 24th Street alongside the Grove-Shafter freeway.

The first stories of parking will be poured in place, but a new and novel way of assembling a concrete building will be tried on the top stories. Slabs and walls will be poured with hinges on the site and lifted to fold into rooms and walls, a sort of tilt-up folding process. This was a bid job and the new idea came in with the low figure. Hargis Construction of South San Francisco is the builder.

The last Stewards' meeting of the year will be on Monday, the 30th of December.

The Officers and Agents send each and every one greetings of the season.

United Assn. Credit Union

BY PATRICK W. WATERS

The United Association Credit Union will hold its Twelfth Annual meeting on Tuesday, January 28, 1969 at 8 p.m. in the Labor Temple. All credit union members are invited to attend, and refreshments will be served.

The meeting is for the purpose of electing officers to the Board of Directors, Credit Committee and Supervisory Committee; and all proper business that may come before the General Membership. Anyone who is interested in serving as a Credit Union Officer should contact the office (Phone 893-6190) and their name will be given to the Nominating Committee."

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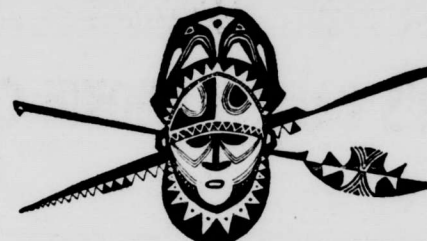
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Yes, those 'scare' photos of job accidents are real

Photographs of "on the job slaughter" used to illustrate a Labor Day safety pamphlet portray "exactly the truth" of what is happening today, Assistant Secretary of Labor Esther Peterson declared.

Mrs. Peterson told a news conference she "got mad" when an industry spokesman accused the Labor Department of "yellow journalism" during Senate hearings on the Administration's Occupational Health & Safety Bill.

American Iron & Steel Institute Vice President Leo Teplow said some of the pictures of workers crushed and maimed in industrial accidents were more than 20 years old.

Mrs. Peterson wrote Senator Jennings Randolph (D-W. Va.) that the "sad truth of the matter is that these pictures do represent the current scene."

Mrs. Peterson quoted newspaper clippings from the past three months which could have served as captions for the photographs, so closely did the stories match the pictures.

She stressed that "everything in this pamphlet is happening today."

For the management spokesman's charge that the Labor Department is trying to "arouse emotional reaction" through "an inflammatory, lurid booklet" Mrs. Peterson had this comment:

"Yes, the Department of Labor is aroused by these tragic accidents. It will be an unfortunate day for the American worker when the Department of Labor ceases to be aroused, and to attempt to arouse others against the needless deaths, pain, suffering and financial costs of preventable on-the-job accidents."

Blumberg, ACWA pioneer, dies at 82

Hyman Blumberg, who helped found the Amalgamated Clothing Workers in 1916 and had been its executive vice president since 1946, died in New York at the age of 82.

A Lithuanian immigrant boy who left school at 12 to work in a Baltimore clothing factory, Blumberg became a union organizer and was elected to union office at 24.

He was credited, along with ACWA's first president, Sidney Hillman, with developing clothing workers' health and welfare, pension and life insurance programs.

Carpenters Credit Union

BY PAUL HUDGINS

New car buying? Check with us first. We may be able to save you hundreds of dollars on the price of the car. Also on furniture, appliances, etc. You need to make up your mind exactly what you want, as to brand, model, optional extras. Then we can get you an exact figure for comparison.

On used cars, about all we can do is suggest that you go to the good reputable dealers in your area and shop around. For a used Chevrolet go to a good Chevrolet dealer. For a Ford, go to a Ford dealer, etc. You will get a car that was turned back in on the same brand, indicating the previous owner was still satisfied with that make. If he happened to have a "lemon" he would probably trade it in on a different make.

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Fred makes a career of it

Fred Hartley is still at it. He's seeking funds from glib business executives and corporations who are interested in "breaking the power" of unions.

Hartley, who has made a career out of fighting labor since his defeat for Congress in 1948 — after he had co-authored the Taft-Hartley Act — is now co-chairman of a Conference of American Small Business Organization.

In that capacity, he has written letters soliciting "modest" contributions, up to \$100 to help promote "agitation" in the next Congress to enact curbs on unions.

The former Republican Congressman from New Jersey also wants investigations of the National Labor Relations Board, the Wage & Hour Division, the courts for "abetting" the unions.

Halt urged to big business profiteering on federal water

The AFLCIO wants the government to enforce reclamation law by preventing big business landholders from profiteering on taxpayer-supported federal water projects.

A major example of what the AFLCIO told Interior Secretary Stewart L. Udall is "perversion of both law and public policy" as in the Westlands Project in California's San Joaquin Valley.

In a letter to Udall, AFLCIO Legislative Director Andrew J. Biemiller told of labor's support for two proposals to force compliance with the law's requirement that no one owner may hold more than 160 acres of federal reclamation land. The proposals are being considered by the Federal Water Resources Council, an interagency group.

One would give landholders on reclamation projects 90 days to sign contracts to comply with the acreage limitation or see the project terminated. The other involves federal purchase of lands divested under the law and resale of benefit education and conservation.

Enforcement of the excess acreage ban and prohibition on speculation in reclamation land has been left to the secretary of interior. Secretary Stewart L. Udall has conceded that enforcement has been loose under the policy which gives landowners 10 years to get rid of excess land.

CALIFORNIA PROJECT

The problem has become acute since the Westlands Project was authorized in 1959.

Congress has appropriated more than \$250,000,000 for the project. Big corporations hold huge chunks of land. Southern Pacific Railroad, for instance, is reported to have 100,000 acres there and Boswell Land Company is said to hold 35,000 in Westlands.

When Westlands was authorized, about 70 per cent of its area was owned in individual parcels of more than 160 acres and "since that time excess ownership has climbed to more than 75 per cent of the district."

"The American taxpayer," Biemiller said, "is subsidizing an enormously expensive water delivery system to Westland, which is being used by excess landowners in combination with California's insatiable demand for land to push land prices sky high."

"This," he declared, "is a perversion of both law and public policy and must not be allowed to continue."

Significant price rise

The nation's Consumer Price Index rose substantially in October with a six-tenths of 1 per cent gain over the previous month. The Labor Department said significantly higher prices for new automobiles, apparel, and some foods were the major causes.

GOOD HOUSEKEEPING is a Hearst magazine. Labor asks you not to buy any Hearst publications until Hearst scabbing in Los Angeles stops.

Child labor is still with us; 14,000 cases found in year

Labor Department investigators found nearly 14,000 youngsters employed in violation of child labor provisions of the Fair Labor Standards Act during fiscal year 1968.

Violations in business and industry totaled 12,432 and in agriculture 1,555, the department's Wage and Hour and Public Contracts Divisions reported.

Of the children employed illegally in non-agricultural fields, 6,059 were under 16 and 7,719 were working in hazardous occupations for which the minimum age is 18.

The 1,555 violations in agriculture accounted for children under 16 working during school hours. Of these, 240 were 9 years old or younger; 738 were ages 10-13; and 573 were 14-15.

Most of the illegally employed children in agriculture were enrolled in classes below normal for their age.

Head Start registration

Berkeley, Albany and Emeryville parents may register children now for Head Start if the children are to enter kindergarten next September. They should telephone 841-9151 or go to the Berkeley Area Economic Opportunity Organization at 2052 San Pablo Avenue, Berkeley.

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LITTLEST PICKET on the line in the network Musicians strike was the pet rabbit of Ace Donner, left, outside ABC's Hollywood studios. Harold C. Davis, AFT vice president, watches while Donner coaches his rabbit. The Musicians struck ABC, CBS and NBC in an effort to gain improvements in wages, health benefits, vacations and premium pay.

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Picketing upheld in United Air Lines building dispute

Friendly skies or not, the Service Employees are still picketing the building maintenance firm which United Air Lines has hired for its Los Angeles terminal building and are asking unionists not to fly United.

A Los Angeles federal judge turned down the National Labor Relations Board general counsel's request to stop the picketing of the firm which does not meet AFLCIO contract standards.

The NLRB claimed that Local 399 was picketing in a jurisdictional contest with a Teamsters local which has the company's contract. But the union showed that it was fighting against undercutting of AFLCIO standards.

United formerly signed with firms which meet AFLCIO standards but went on Local 399's boycott list after it gave its business to its current building maintenance contractor.

Record earnings buy less this year

Factory workers' average earnings in San Francisco-Oakland set new records in October but if the Los Angeles experience is any indication inflation has left them less than a year ago.

The new average is \$3.86 an hour, up 27 cents from last October. Average weekly earnings also set a new high, \$154.40—a 7.3 per cent annual increase.

But in Los Angeles, which also set record earnings, the average worker could have bought more last year with his \$139.54. After price and tax increases had taken their bite, an average factory worker with three dependents had 2 per cent less purchasing power than a year ago. He had \$1.95 more a week in real money last year.

Such a comparison cannot be made in the Bay Area until next January because the United States Department of Labor budget does not allow monthly computation of the San Francisco-Oakland consumer price index.

These average earnings and hours (the factory workweek averaged 40 hours this October) represent the varied manufacturing industries of the Bay Area, Leo Connolly, Chief of the State Division of Labor Statistics and Research pointed out. October weekly earnings ranged from an average of \$94.87 to \$196.71 in motor vehicles, he said.

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42nd Year, Number 40

December 20, 1968

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Phone 261-3981

Make Christmas merry for embattled strikers

Most union members will have a Merry Christmas, made possible by high employment at decent wages for which latter they can thank their unions. But for some—who are fighting against tough opposition for the same kind of good pay—Christmas may not be so merry unless you help.

In California's rich San Joaquin Valley, farm workers have been battling for three years to win, not just decent wages, but the right to negotiate for wages and conditions through their union, the United Farm Workers Organizing Committee.

In Los Angeles, other union members have just passed their first anniversary on the picket line in front of the forbidding steel fence guarding the Hearst Herald-Examiner where professional strikebreakers take their jobs.

Printing trades workers have been on strike for five years against Kingsport Press in Tennessee where, as in Los Angeles, the jobs of good union members have been taken by scabs.

You can help by financial contributions to any or all of these groups of workers whose fight for their unions' lives is a fight for the right of all workers to a fair deal.

And you can help by respecting the boycotts which the strikers have launched against the struck employers.

Starting closest to home, that means passing up California table grapes in your holiday shopping and whenever you shop until the farm workers win their fight for bargaining.

And it means avoiding Hearst publications and the 12 major advertisers in the scab-run Herald-Examiner which the strikers list as Sears Roebuck & Co., J. C. Penney Co., May Co. stores, Firestone, Goodyear, Goodrich and General Tire firms, Seagram and Calvert distillers, American Tobacco Co., Kraft Foods and General Motors.

The Kingsport strikers have asked consumers not to buy the textbooks and encyclopedias produced by Kingsport.

The AFLCIO Union Label & Service Trades Department has set up a Tri-Hardship Fund, contributions to which will go to all three of these groups of strikers. Your gift for a merrier holiday season for them should be sent to the department headquarters at 815 Sixteenth Street N.W., Washington, D.C. 20096.

And checks earmarked for strikers, on the farms, in Los Angeles or in Kingsport, may also be sent to the Alameda County Central Labor Council, 2315 Valdez Street, Oakland.

The holiday season will soon be over, but there's nothing wrong with sending your help along during the new year and for as long as it is needed.

Cut in interest rate is needed

The Association of California Consumers announcement that it will seek a reduction in the maximum loan and credit interest rate from the present steep 18 per cent to 12 per cent a year deserves applause.

Union people and consumers in the State of Washington won an identical measure at the November election, the consumer group disclosed as it announced its plan for an interest-cutting provision in California.

Such a new law is a needed supplement to the federal "truth-in-lending" statute.

We think that 18 per cent on a loan or credit purchase is far too high for working people and others with moderate or low incomes to be expected to pay. Credit unions stay solvent at the 12 per cent rate which the association seeks for all borrowers.

Whether the association makes its move legislatively or through the initiative process which was successful in Washington, it's in working people's interests to support it.

Praiseworthy aid to minority

The Ford Foundation's recent allotment of \$654,500 to assist American Indian organizations is a laudable action to benefit a minority, whose plight like that of other American minorities is critical and distressing. We note that the foundation grants go both for economic help to the descendants of the original owners of the land but also to help preserve and breathe new life into the Indians' cultural heritage. For them and the other minorities, two things are needful to reverse the evils spawned by discrimination—a better share in the nation's wealth and a heightening of their pride as individual peoples, who—if the majority would let them—have much to offer all America.

Another Golden Spike



IN QUICK SUCCESSION, NATION GETS 99TH, 100TH, 101ST LOCAL RAT LAWS

Most of America wasn't aware of it last month but the nation passed a historic milestone with passage of its 100th local law outlawing the blight of professional strikebreakers in management labor disputes.

And, no sooner was the magic number of 100 reached in Minneapolis, Minnesota, than Lincoln, Illinois, passed Citizens' Job Protection Ordinance No. 101 after a five-month campaign by labor.

100TH LAW

Anti-rat Law 100 was passed unanimously by the Minneapolis city council on the day before Thanksgiving on the also unanimous recommendation of its Ordinances & Legislation Committee.

Just a week earlier, Minneapolis' twin city of St. Paul passed the 99th anti-professional strikebreaker ordinance. Its action was unanimous also.

Both ordinances make it illegal to employ professional scabs in local disputes between management and labor. Both will punish violators by \$100 fines or 90 days imprisonment.

In Lincoln, the city council also acted unanimously when it passed Anti-Rat Law 101. The Lincoln campaign was spearheaded by Charles F. Hamilton, president of the local Typographical Union which has only 13 members. Joining with the printers was the entire labor movement of Lincoln.

Besides the 101 cities, 14 states, not including California, have outlawed professional strikebreaking. Los Angeles, where Hearst has used professional scabs in a yearlong union-smashing campaign, has not outlawed the strikebreaker brigade, of course.

Neither have many other California cities. Larger communities with anti-rat laws are San Francisco, San Jose and Fresno while professional strikebreaking also has been outlawed in Albany, Berkeley, Richmond, Pittsburg, Martinez, Sunnyvale and Palo Alto.

Author of Minneapolis' landmark 100th anti-scab ordinance is Lloyd C. Anderson, a city al-

derman and member of the Typographical Union.

Not only printing trades unions, who have been major victims of professional scabbing, but a long list of other union representatives supported the Minneapolis ordinance at the city council committee hearing.

Just one speaker opposed the ordinance before the committee. He was the former general counsel of the Associated Industries in employer group, but he stressed that he was speaking only for himself, not for any business or other group.

EMPLOYER FEAR?

His pitch was fear that if employers were denied use of professional scabs, new industries considering locating in the city would get an unfavorable impression of it.

In St. Paul, opposition was non-existent. Secretary Richard Radman of the St. Paul Building Trades Council, who led the campaign for the anti-scab law, told the city council, "The fact that no employers are here to oppose it indicates it is sound . . . (it is) good legislation for St. Paul."

Passage of the latest anti-scab statutes protects at least 66,993-274 Americans—a third of the population—International Typo-

'Ideals of honor'

"Today we give our thanks, most of all, for the ideals of honor and faith we inherit from our forefathers—for the decency of purpose, steadfastness of resolve and strength of will, for the courage and humility which they possessed and which we must seek every day to emulate . . . Let us father in sanctuaries dedicated to worship and in homes blessed by family affection to express our gratitude for the glorious gifts of God; and let us earnestly and humbly pray that He will continue to guide and sustain us in the great unfinished task of achieving peace, justice and understanding among all men."—John F. Kennedy, 1963 Thanksgiving Proclamation.

graphical Union President John J. Pilch disclosed.

He summed it up thus—the 14 anti-rat states had a population of 48,409,575 according to the 1960 census. Of the 101 anti-rat cities, 63 are in states without anti-scab laws, and they account for another 17,993,274, according to 1968 population estimates, making up the 66,993,274 protected by such laws.

The Minneapolis-St. Paul ordinances not only reached the magic number of 100 but they were the first passed in Minnesota.

THERE'S PROGRESS

With one-third of the population and approximately one-quarter of the states covered by laws banning the unsavory pro scab crew, unions could hail solid progress.

But with two-thirds of the people and three quarters of the states without anti-scab laws, there's still a long way to go before the professional scab weapon is taken away from employers who want to break unions and cut your wages.

Ford gets the idea

"You can't get the best out of a man until you treat him as a man—not as a number or a piece of machinery or an inferior being."

"No matter how different a man may be in appearance, in dress, in speech or in other surface ways, he still deserves to be treated with the courtesy, consideration and fairness that every human being owes every other."—Malcolm L. Denise, Ford vice president for labor relations.

Fortas' filibuster

"One major element in the opposition to Justice Fortas stems from opposition to civil rights and to the fundamental protections the Court has granted to racial and other minority groups in the past decade."—Philip A. Hart, U. S. Senator from Michigan.

Four rail unions merge into 280,000-member organization

The memberships of four railroad unions have voted overwhelmingly to set up a united 280,000-member organization to represent them in the industry.

The vote will make the new United Transportation Union, the first new alliance of operated railroad labor since 1886, a reality on New Year's Day.

4 UNIONS

Combining into UTU are the Brotherhood of Railroad Trainmen, the Order of Railway Conductors & Brakemen, the Brotherhood of Locomotive Firemen & Enginemen and the Switchmen's Union of North America, four of the nation's oldest labor organizations.

The heads of the four organizations said the merger would "improve our strength as a union and as individuals" and added:

"We have united to provide a way, a medium and an organization for transportation workers to join and find common solutions to the problems of the workingman, the public and the industry in the field of transportation."

"This shrinking industry no longer makes it possible for the traditional individual unions to meet the demands of the times."

AFLCIO AFFILIATES

UTU will be 17th in size on the AFLCIO roster. All of its previously separate unions are AFLCIO affiliates but the Conductors, and UTU has applied for AFLCIO affiliation. It also has applied for affiliation in the Canadian Labour Congress for 30,000 Canadian members.

Heading the new union as president will be Charles Luna, 62, who has headed the BRT, largest of the four, since 1963. Heads of the other three unions

will serve as assistant presidents until the merged union's first convention in 1971.

UTU's secretary-treasurer, also serving until the first convention, will be BRT Secretary-Treasurer John H. Shephard. Office of the combined union will be in Cleveland.

The Conductors marked their 100th anniversary this year. The Firemen & Enginemen were founded in 1877, the BRT in 1883 and the Switchmen in 1886.

Grape picketing mobilization set

Continued from page 1

have removed them, said Strike Coordinator Pete Velasco.

Even those stores, however, are not immune from boycott picketing in view of the chain's refusal to remove grapes, Velasco said.

3-YEAR OLD STRIKE

Farm workers launched their strike in September, 1965 after Delano area grape growers refused to recognize or bargain with the union.

A number of UFWOC collective bargaining contracts have been won since, but the bulk of the Delano growers still refuse to bargain. Farm employers are exempted from the National Labor Relations Act's requirement that employers must bargain with unions chosen by their workers.

GOOD HOUSEKEEPING is a Hearst magazine. Labor asks you not to buy any Hearst publications until Hearst scabbing in Los Angeles stops.

3,400 strike at Northern Calif. Kaiser facilities

Continued from page 1

try at state conciliation, but that failed when management would not come up with a new proposal.

Labor Council action now will stress legal and other pressure in behalf of subscribing unions to secure Kaiser financed service for members in non-struck facilities, Groulx said.

A first move will be a meeting at 2:30 p.m., today, Friday, in Hall A of the Labor Temple, 2315 Valdez Street, Oakland, of representatives of affiliates with Kaiser health plans.

SEEK SERVICE

That meeting and consultations with Teamster and ILWU unions with Kaiser plans will explore legal possibilities to secure service.

"We intend to be an action council," Groulx said, "in this dispute and other areas."

The Kaiser strike affects facilities in Alameda, Contra Costa, San Francisco, Napa, Marin, San Mateo, Solano, Santa Clara and Sacramento Counties.

Union member decals available

Decals by which unionists can display their pride in union membership on automobile windshields or house windows are available to unions at the Alameda County Central Labor Council.

The red, white and blue stickers read "AFLCIO Union Member" and are available at a bargain \$25 per thousand in practically any amount, said Assistant Secretary Ed Morgan.

Union advice on how to get care

If you have Kaiser health plan protection and need treatment, striking Hospital and Institutional Workers 250 urges you to respect its picket lines and still get the treatment to which you are entitled.

Said Local 250 Secretary-Treasurer Timothy J. Twomey: "Kaiser is obligated to provide medical services to health plan members."

"We urge you not to cross our picket lines but, if you need care, to telephone Kaiser and insist it provide service to you, either by a private physician or at another hospital under union contract."

Tennessee outfit tries to revive yellow dog contract

Yellow-dog contracts are no longer with us. Except in Tennessee.

There, Gibson Products Company is making labor history—about three decades too late.

The Yellow-dog contract—defined by the Department of Labor as "an oral or written agreement whereby an employee pledges not to become nor to remain a union member, under penalty of discharge"—was banned in 1931 by the Norris-LaGuardia Act. Tennessee's so-called "right-to-work" law even bans it!

The company's employment application, in addition to making a letter of resignation out of any union card, also asks about church preference—a violation of the Civil Rights Act.

Applicants also sign a statement that refusal to take a lie detector test "will result in automatic discharge," the East Tennessee Labor News found.

Reagan tells farm labor policy—no bargaining

Labor's campaign for a better break for farm workers got an answer from Governor Reagan this month—but not one which would allow collective bargaining.

Instead, California's Republican governor said, the farm employer associations should "define minimum employment standards" covering wages, hours and conditions.

Farm workers, whose pay set by farm employers is at the bottom of the American economic ladder, weren't enthusiastic about the Reagan plan.

Reagan did go along with unemployment insurance for farm workers, who are denied it, but he didn't want the state to handle it. Instead, he asked "Congress to establish legislation in the field of unemployment insurance for year-round farm employment in all states..."

But, while he tossed the jobless insurance responsibility to the federal government he said it should be accomplished "without federalizing the system."

As he has in the past, he pointed with pride to California's farm legislation which he inherited from previous administrations but said nothing about labor's documented claim that such laws don't get effective enforcement, except possibly by inference when he called "upon all agencies of government to provide more vigorous enforcement of those laws and regulations now in effect."

He specified enforcement in housing. His version was that there were "isolated abuses in the construction and maintenance of farm labor housing..."

College teachers talks indicated despite Reagan

Despite Governor Reagan's hardline rejection of mediation or negotiations in the critical San Francisco State College disputes, there was a sign this week of possible peace talks.

The San Francisco Labor Council, acting on a strike sanction request against the college by American Federation of Teachers 1352, had proposed setting up a high-level committee which would attempt to mediate both the teachers' dispute and the conflict between the college administration and militant students.

But, after San Francisco Mayor Alioto and other leaders had welcomed the peace move, Reagan said:

"I don't think there is any mediation needed. I don't think there is any negotiation needed."

This week, however, Theodore Merriam, chairman of the State Colleges board of trustees, was reported to have named two members of the State Colleges' administrative staff to meet with the teachers.

Merriam and Chancellor Glenn S. Dumke earlier had been quoted by spokesmen that they agreed with Reagan as did the college's acting president, S. I. Hayakawa.

Hayakawa closed the college for Christmas vacation one week early, beginning Monday of this week and continuing until January 6, forstalling the teachers' plan to strike now.

The AFT wants negotiations on wages, grievance procedures, personnel decisions and other conditions, a resolution of the militant students' proposals and a written contract.

DON'T BUY Cosmopolitan or other Hearst publications until Hearst stops L.A. scabbing.

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